

**State of Maryland Commission on Civil Rights
Commission Meeting
December 9, 2014 – 10am
MINUTES**

Commissioners Present: Shawn M. Wright, Esq., Chair; Norman Gelman; Gina McKnight-Smith, M.B.A., Pharm.D.

Present via Conference Call: Naima Said; Rabbi Binyamin Marwick; Gary Norman

Management Present: Alvin O. Gillard, Executive Director; Nicolette Young, Assistant Director, Glendora C. Hughes, General Counsel

Staff Present: S. Spencer Dove, Executive Associate

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:06 a.m.	None.
Approval of Minutes	1. Motion to approve the minutes by Commissioner Gelman, seconded by Commissioner Said.	Approved.
Chairperson's Report	1. Melody Taylor-Blanchard will be coming to speak with the Commission at the January, 2015, meeting.	Approved.
Executive Director's Report	1. Have been continuing meetings with staff, supervisors, and leadership to pursue implementation and adoption of Strategic Plan. 2. Meeting with community partners to rebuild a coalition of organizations that support human relations matters, so that we may all have a stronger voice in Annapolis and throughout the state.	None.
Deputy Director's Report	1. Absent from meeting.	None.
Assistant Director's Report	1. Slated to speak before the House and Senate appropriations committees in the 2015 Legislative Session. 2. Only spent 42% of our budget allocation despite being now 50% into the fiscal year.	None.
General Counsel's Report	1. Will review pending cases not yet prepared for public hearing in Executive Session. 2. Presented on a panel alongside community partners for the Maryland State Bar Association Advance Real Estate Institute for attorneys. 3. Conducted a pilot of training module with Education & Outreach Director for reasonable accommodations for persons with disabilities both in employment and in the classroom. 4. Attended Legal Defense Fund conference for civil rights attorneys. 5. Chamber of Commerce asked MCCR to participate in labor and employment law conference. Ideas to discuss – MCCR processes, best practices for small businesses, what to avoid in the workplace.	None.
Old Business	1. Had a conference call at the end of November to discuss outreach efforts by Commissioners and staff	None.

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	with key leadership in Maryland government. Goal is to be out in front and that we have a strong network across the Governor and General Assembly. 2. Discussed MCCR preparedness in response to demonstrations over concerns of police brutality and profiling. Also discussed possible next steps for the agency to be a leader in a coalition addressing these concerns.	
New Business	1. Moved into Executive Session at 11:10 a.m. Returned meeting to order 11:20 a.m.	None.
Good & Welfare	1. Staff Winterfest holiday luncheon this Thursday. All Commissioners are welcome to attend.	None.
Adjournment	1. Meeting adjourned at 11:22 a.m.	Adjourned.